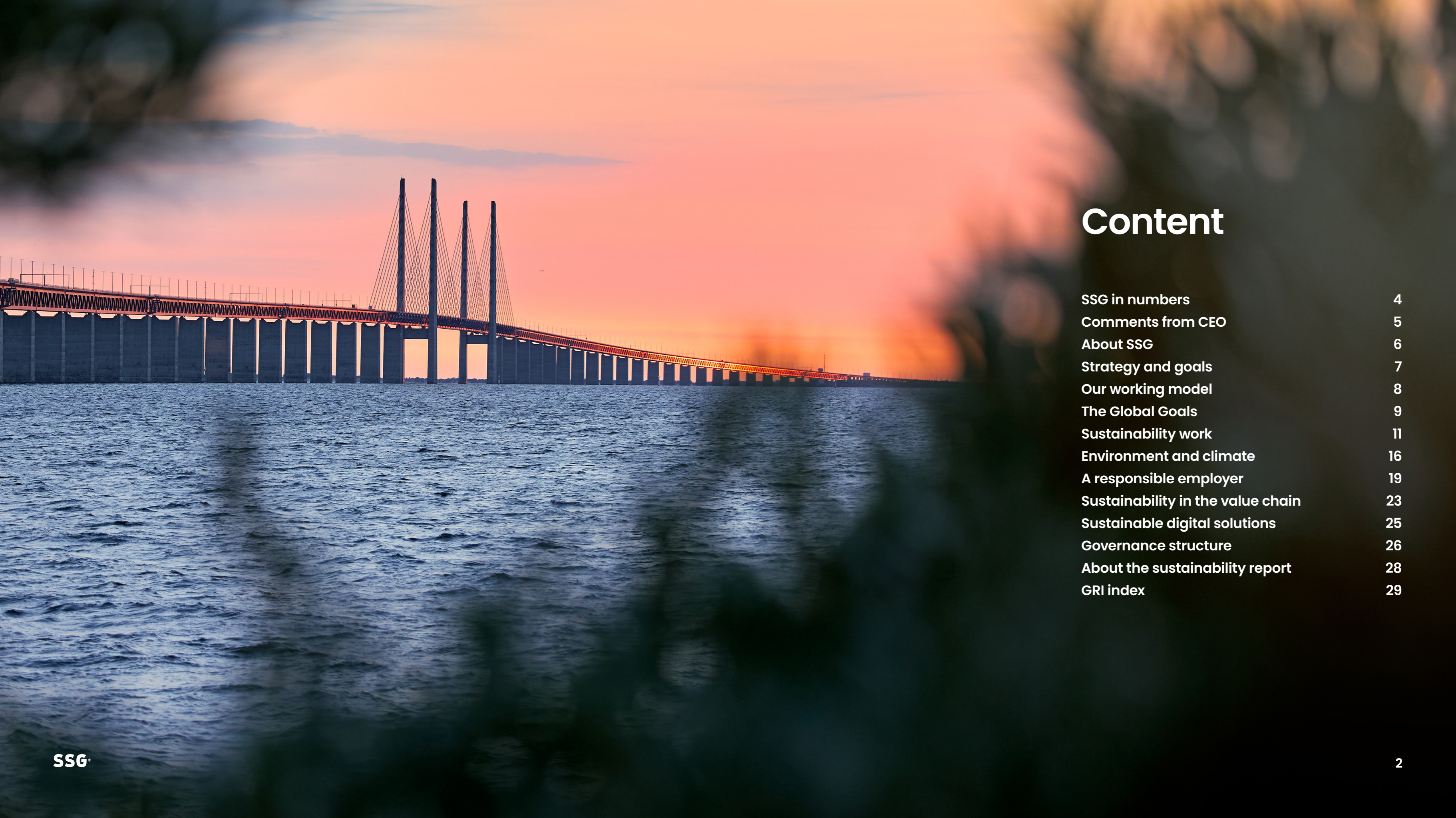




Sustainability report 2023

On the journey to a more sustainable future



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Setting new standards

SSG Standard Solutions Group was founded and shaped in and by the Swedish industry, an industry that has taken us out into the world. Standards are part of our name, our DNA and the core of what we do.

We are close to our customers. By gathering expertise from industries and companies in areas such as forestry, metals, pharmaceuticals, food and energy, we develop together. We become an innovative force where SSG's digital services, standards and courses contribute to a safer working environment for those we serve.

Our world evolves and we evolve along with the industry. Together, our shared knowledge and insights have laid the foundation for the services that SSG offers in a global market today. We welcome the challenges and opportunities of the future. They are our driving force.

SSG in numbers

In 2023, we took several steps in creating added value for our customers and employees. This yielded good results on several levels.

194 million SEK

Net turnover

+14 % compared to 2022

7%

Operating margin

Compared to 17 % year 2022

105

Employees

53 women and 52 men

2 550 hours

Was invested in wellness

The utilization rate was 63%

1 810 hours

Was invested in skills development

+58 % compared to 2022

42

Committee meetings were held

Spread over eight different committees



Comments from CEO Pål Bakken

“We have to take responsibility in both large and small ways”

We are pleased to present SSG Standard Solutions Group’s sustainability report for 2023. This is our second sustainability report according to the Global Reporting Initiative (GRI) and I would like to thank everyone who has contributed to the report. During 2023, we have experienced strong growth in the company and have recruited more than 30 new employees who together have contributed to moving the company forward.

At SSG, we take on the future with high ambitions and great drive, where we are currently on a journey that takes us beyond Sweden’s borders. We live in a world where our digitalized society has made the world smaller, while we have major common challenges. The climate is one of these challenges where we must all take our responsibility in large and small ways.

Within the company, we have a strong commitment to contribute to a sustainable society – in Sundsvall, Sweden and the world.

Our work starts at the individual level where we encourage all our employees to be involved in our sustainability work. In the smallest way, it can be about choosing the right means of transportation, spending time on recycling and making conscious choices in everyday life. On a larger scale, it includes the services that SSG offers – services that can help our customers, often large international companies, to safer and more sustainable industrial facilities.

SSG works with customers, suppliers and partners to strengthen the focus on environmental, quality and safety issues. Through this sustainability report, we strive for transparency and to create a dialog with all our stakeholders. We believe in the power of collaboration to create a more sustainable future together.

CEO Pål Bakken



Making industrial everyday life work

SSG gathers Swedish industry and creates standardized services to make industry more competitive, safe and sustainable.

For over 60 years, some of Swedish industry's top experts have worked together in our committees to find solutions to common challenges, solutions that SSG realizes. The result is a wide range of services, standards and courses for facilities, contractors and suppliers.

Our focus areas are work environment, sustainability and digitalization where modern working methods and digital technology lay the foundation for new services that make international industry competitive. The head office in Sundsvall employs just over 100 people and about 15 other consultants.

SSG invests in leadership and employee development and in developing our culture. Together, we live our values based on respect, responsibility, openness and proactivity, and promote a good working environment.

Market and business relations

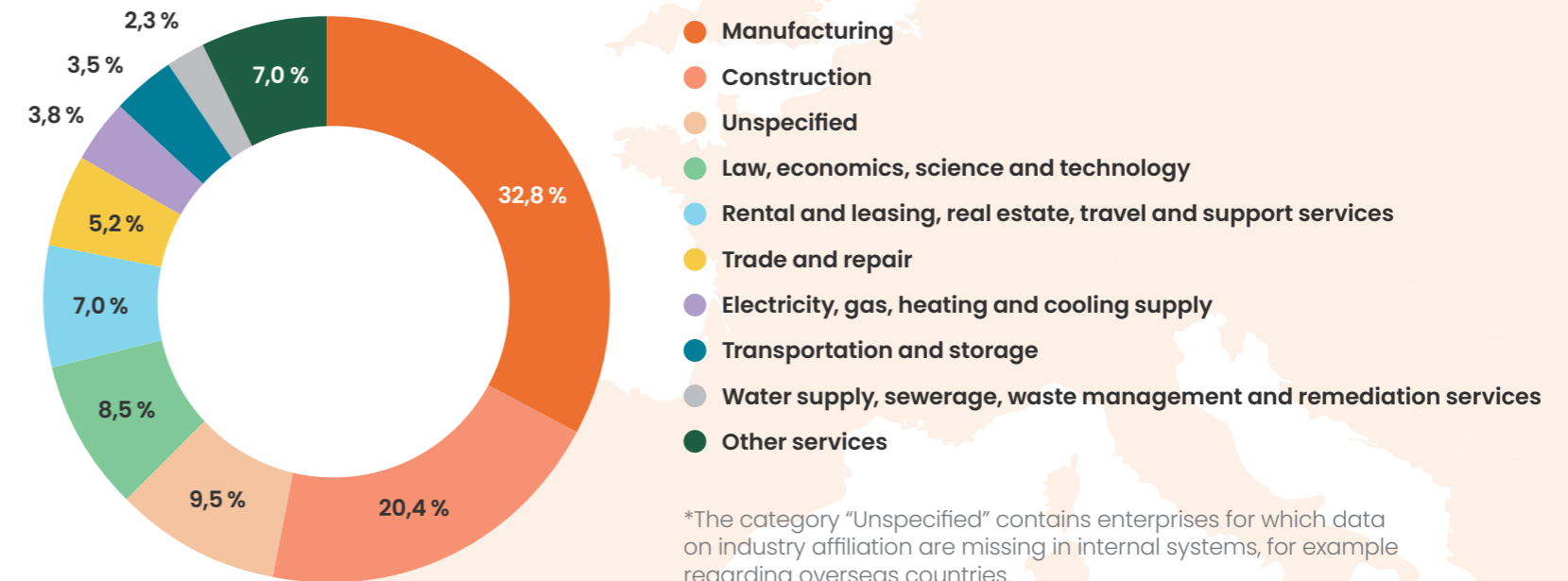
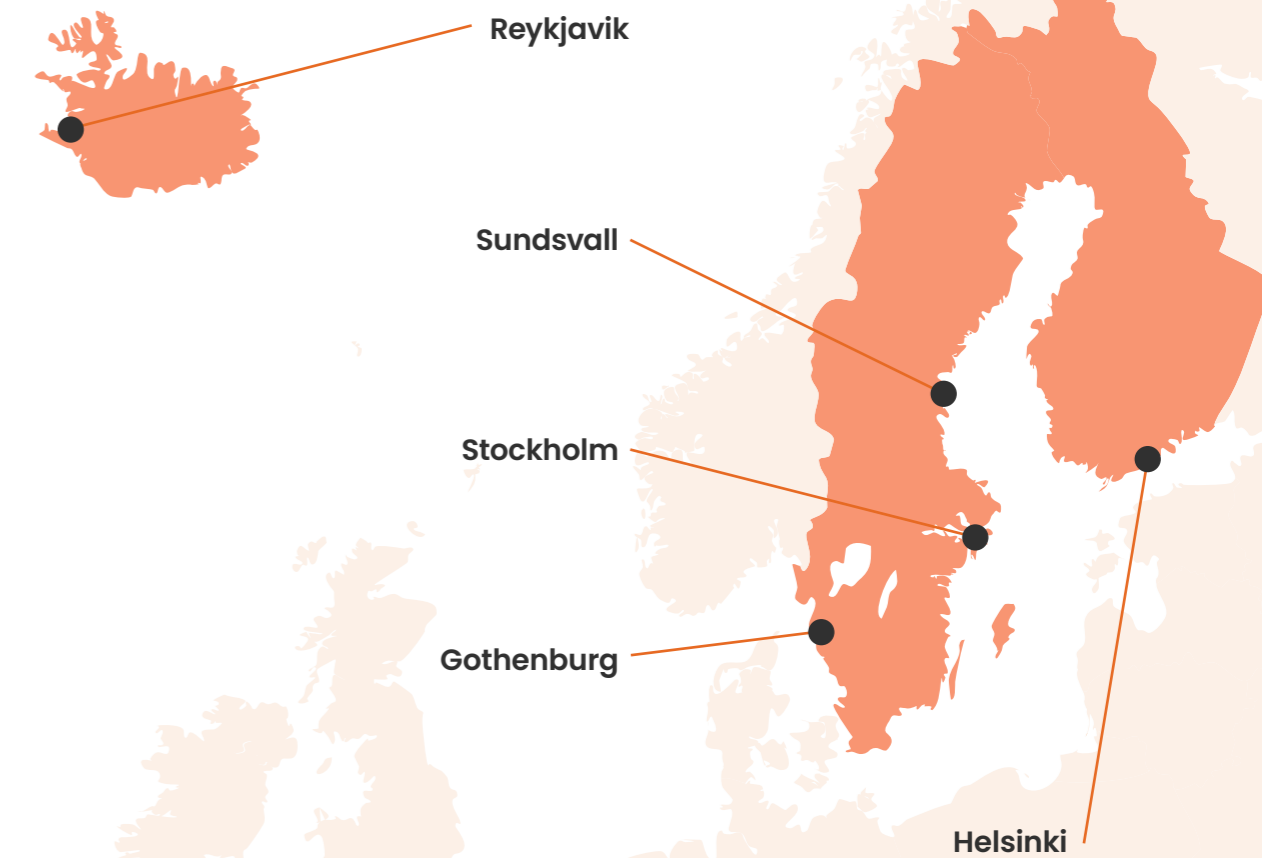
SSG develops, markets and sells standards, services and courses that help make industry safer and more sustainable. Most of the development is

done in-house, in close collaboration with industry networks and with the support of consultants. The distribution chain is largely digital, with customers all over the world given access to web applications and e-learning.

In 2023, the establishment of a branch in Helsinki, Finland, which began in 2022, continued to develop positively. SSG's services have been well received in the market, and we look forward to continuing to strengthen safety in Finnish industry with our services and courses, primarily in work environment and safety.

The agency that we established in Iceland a few years ago, as a reseller for SSG's services in the local market, continues to be a valuable business relationship. In 2023, the local business has developed and we remain very positive about the cooperation going forward.

The largest customer segments are the manufacturing industry, which includes the forest industry, and the construction industry. We also have customers in industries such as automotive, food and pharmaceuticals.



We are committed to creating change

The major international issues for industry in the coming years are climate change, increased focus on sustainability and continued focus on security. Securing skills for change and using the opportunities offered by digital transformation to secure competitiveness are also high on the agenda.

Since 2016, SSG has had a strategy with a clear focus on work environment and sustainability, with digitalization as an enabler. In the coming years, we will continue to focus on collaboration and benefit-creating offerings that contribute to the industry's transition and development. Our main sector is industry, where we work with most industries but with an emphasis on basic industry, such as manufacturing, paper and pulp, mining and steel, as well as the construction industry.

As part of clarifying our stated ambition to contribute to sustainable development, the company's keywords customer focus, quality and professionalism have been supplemented with sustainability. We are constantly working to support the industry's sustainable development through digitalization and support for standardized, efficient processes.

Our guiding principles



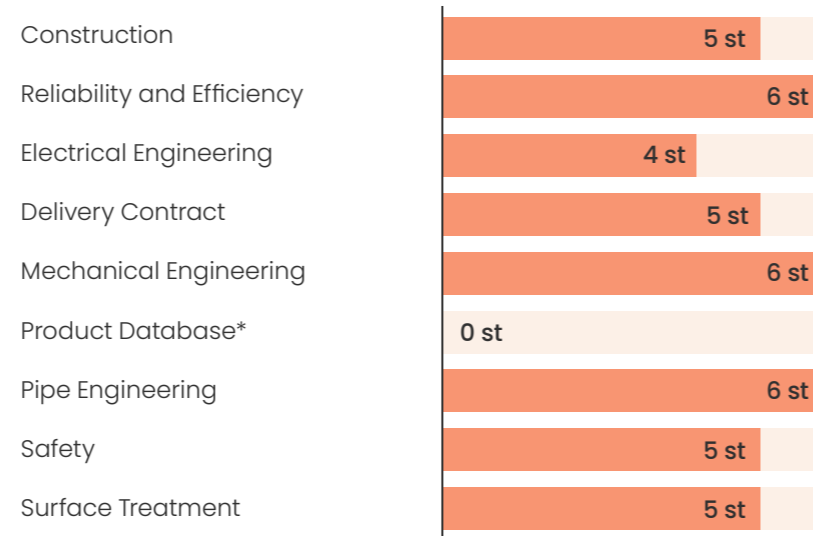
A natural partner for the industry

One of SSG’s greatest strengths is our roots in the everyday life of industry. We work together with experts in various forums to promote a safer and more sustainable industry.

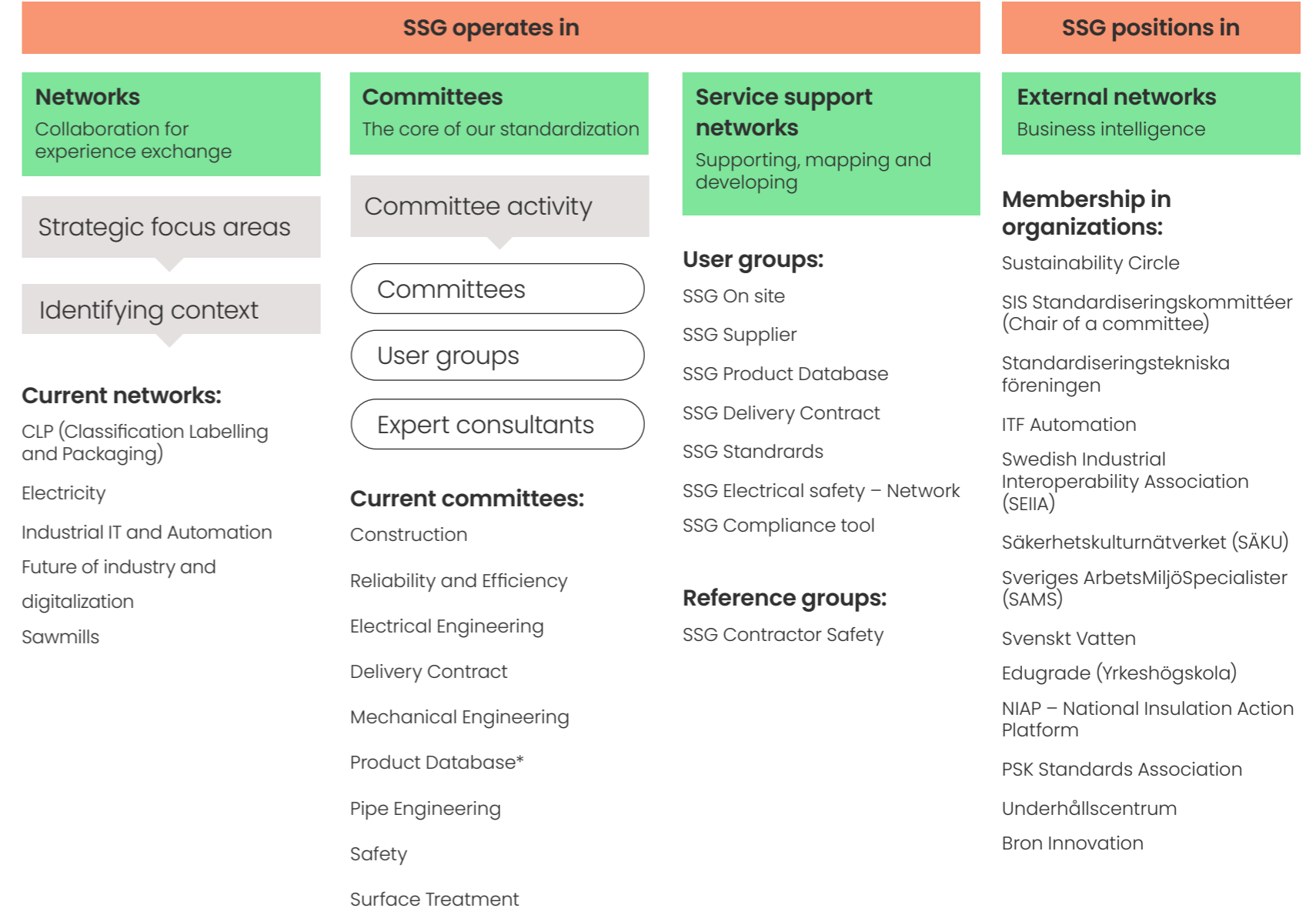
SSG’s committees and networks bring together representatives from the entire industry to exchange knowledge and experience, monitor the world around us and find the best solutions to the industry’s common challenges.

SSG is a member of a number of external networks and is certified according to ISO 14001 Environmental management systems and ISO 27001 Information Security.

Committee meetings in 2023



*The committee has been on hold during 2023 and therefore no meetings have been held.



How we contribute to the Global Goals for a more sustainable future

As part of the business community, SSG has a responsibility to operate sustainably and responsibly, as well as to take into account social, environmental and economic factors.

Here are the UN Global Goals that SSG is particularly focused on and where we see a potential to make a difference.



Good health and well-being

- 3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.
- 3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.

SSG contributes by

- To safeguard the health and well-being of its employees. SSG offers a wellness allowance and wellness hours as well as health insurance.
- To provide training on safety in workplaces that handle chemicals. For example such as the SSG Chemical Safety course, which can help to improve safety in the industry.

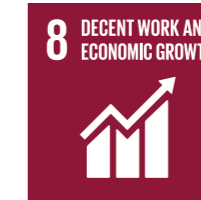


Gender equality

- 5.1 End all forms of discrimination against all women and girls everywhere.
- 5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

SSG’s contribution includes

- Offering women and men the same conditions and opportunities for development.
- Equal organization and management.
- Prevention of discrimination in the workplace.



Decent work and economic growth

- 8.1 Sustainable economic growth.
- 8.2 Diversify, innovate and upgrade for economic productivity.
- 8.4 Improve resource efficiency in consumption and production.
- 8.5 Full employment and decent work with equal pay.
- 8.8 Protect labour rights and promote safe working environments.

SSG’s contribution includes

- To contribute to a safer workplace by providing qualitative and cost-effective safety training to the industry.
- To provide services that promote productivity, resource efficiency and strengthen industry’s competitiveness.
- Collective agreements for all employees, systematic work on salary mapping, etc.
- Work on a sustainable performance culture and good working conditions.



Industry, innovation and infrastructure

- 9.2 Promote inclusive and sustainable industrialization.
- 9.4 Upgrade all industries and infrastructures for sustainability.

SSG’s contribution includes

- Offers services that promote productivity, resource efficiency and strengthen industrial competitiveness and safety.
- Stated code of conduct for employees and suppliers.



Responsible consumption and production

- 12.2 By 2030, achieve the sustainable management and efficient use of natural resources.
- 12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.
- 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

SSG contributes by

- Using public transport as much as possible.
- Enabling recycling in the workplace.
- Educating employees on sustainability issues.
- Using our services to help industries set sustainability requirements for their suppliers, promote good stocking of spare parts, contribute to standards to reduce consumption and contribute to sustainable industrial facilities.



Partnerships for the goals

- 17.6 Knowledge sharing and cooperation for access to science, technology and innovation.

SSG’s contribution includes

- Driving collaboration for the exchange of experience and strengthening the competitiveness of the industry.

Our sustainability work in practice

At SSG, we take responsibility for our impact on the world around us. As a unifying force in the industry, we want to make the industry safer and more sustainable.

For us, sustainable development has been part of our business since the beginning. Starting in 2021, we have also chosen to describe the work we do in a sustainability report. The choice was made to report according to the Global Reporting Initiative 2021 (GRI) regulations, as all of SSG's owner companies report according to this model.

Processes to address negative impacts

Openness, respect, proactivity and responsibility are our core values that guide us throughout our operations - from the board to every employee. Since 2022, SSG has had a Code of Conduct that also describes how the values are applied in the business. The Code of Conduct is expected to be complied with by all employees as well as business partners.

In our work on the sustainability report, we have identified the areas that we need to develop and continue to focus on. In the long term, we will continue to work actively with these important issues and annually follow up the effect of this work, from business planning to daily work.

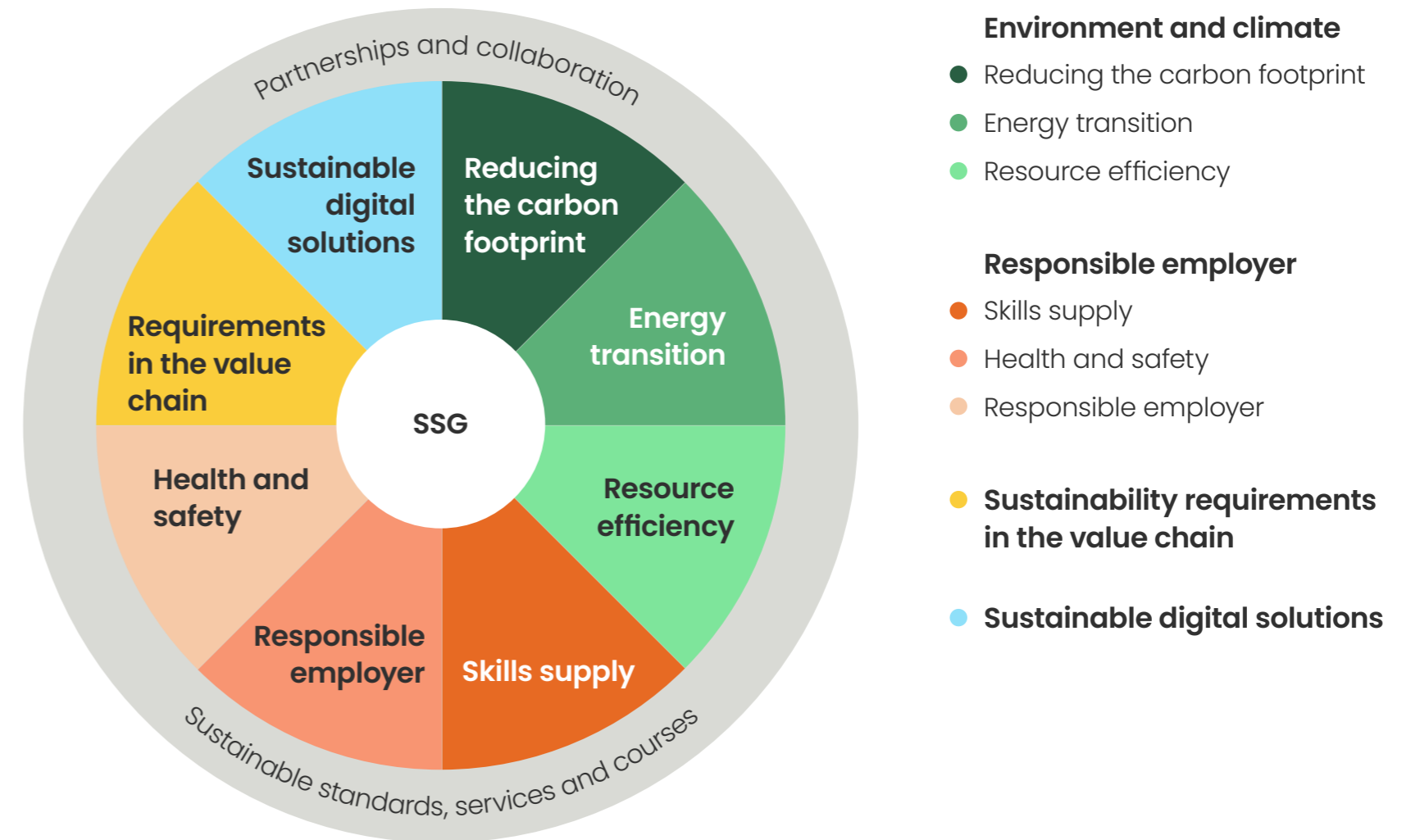
Priority areas and stakeholders

It is important for us to listen to the expectations and requirements of our stakeholders. Our largest and most important stakeholders are:

- Customers
- Users of our services
- SSG Board and employees
- Collaborative partners in committees and networks
- Suppliers

At SSG, we are used to having a close and continuous dialog with our stakeholders. This dialogue takes place through our committee activities and in daily contact with our customers. We do this to jointly develop the best services and products for the industry. In other words, it is natural for us to turn to our stakeholders for help in defining what we should focus on in our sustainability work.

SSG's sustainability work - key sustainability topics



Materiality assessment

The materiality assessment has aimed to identify SSG's material issues, based on the company's most significant economic, environmental and human rights impacts.

To meet GRI's revised standards, SSG conducted a materiality assessment and stakeholder dialogue in the fall of 2021 and spring of 2022.

In May 2023, a further stakeholder dialogue was conducted in the form of a workshop with SSG's Board of Directors and management, in order to confirm the validity of the previously developed materiality assessment.

In this work, SSG's actual and potential negative and positive impacts have been mapped and several different stakeholders' perspectives have been taken into account during the process. The process of identifying material issues included the following steps:

1. Mapping SSG's sustainability context

To understand the impact that SSG has or can have on the outside world, SSG's value chain, activities and business relationships were mapped. This step created an understanding of the industry in which SSG operates, the industries that we come into contact with in the value chain and the challenges that exist in these industries and also in society at large.

2. Identification of actual and potential impacts

In order to develop a preliminary list of SSG's actual and potential impacts, a desktop analysis of impacts based on the industry and value chain was conducted. The analysis was based on a review of internal documentation and external sources.

In connection with this step, a stakeholder dialogue was conducted with the aim of identifying all the impacts that SSG has on the outside world, how big those impacts are and what is important to our stakeholders. The dialogue was conducted through qualitative interviews, round table discussions and an interactive workshop.

Eleven qualitative interviews were conducted with board members, SSG employees and customers. The round table discussions was conducted with SSG's management team and the interactive workshop was conducted with the management team and the newly formed sustainability project team. The results of the stakeholder dialogue were used to inform what direct impact SSG has and how significant it is.

3. Assess the significance of the impact

The mapping and stakeholder dialogue resulted in a gross list of SSG's positive and negative impacts that we have or may have on the environment, economy and people, including their human rights. The significance of the impacts was then assessed quantitatively using the results of the stakeholder dialogue and external sustainability experts.

SSG's different types of impacts were compared with each other and negative and positive impacts were analyzed separately. The significance of negative impacts was assessed based on severity:

a combination of scale, scope and remedy. Significance of positive impacts was assessed based on scale and magnitude. For potential impacts, probability was also taken into account.

4. Prioritization of the most significant impacts

Based on the analysis in step 3, the impacts were prioritized from highest to lowest significance. A threshold was set based on discussions both internally and with external sustainability experts. Eight areas (page 11) were identified as essential and these are the areas that the SSG will focus on going forward. These areas thus also govern the content of the sustainability report. The table (next page) shows the results, which have also been validated by the management team.

The materiality assessment identified a number of areas of positive and negative impacts that SSG may have on the environment, economy and people, including human rights.

Negative impact

- Anti-corruption and business ethics
- Energy
- Health and safety
- Information security and privacy
- Climate
- Equal treatment, diversity and non-discrimination

Positive impact

- Working environment and working conditions
- Energy
- Digitalization
- Sustainable purchasing practices
- Social responsibility and quality
- Health and safety
- Knowledge sharing
- Skills supply
- Climate
- Sustainable production and industry

Methods of stakeholder dialogue

Stakeholders	Forum for dialogue	Key sustainability topics	
Supplier	Survey*	<ul style="list-style-type: none"> • Emissions to air and water • Environmentally conscious travel 	<p>*Stakeholders who responded to the survey were asked to select two of the following areas below that they consider most important for SSG to prioritize in our sustainability work:</p> <ul style="list-style-type: none"> • Reduced climate footprint (incl. CO2 neutrality) in operations • Energy consumption • Emissions to air and water • Environmentally conscious travel • Others
Customer	Survey*	<ul style="list-style-type: none"> • Reduced climate footprint • Energy consumption 	
Committee	Survey*	<ul style="list-style-type: none"> • Emissions to air and water • Reduced climate footprint 	
Employee	Survey*	<ul style="list-style-type: none"> • Reduced climate footprint • Energy consumption 	
Board	Individual interviews, 30-45 minutes Workshop, approximately 60 minutes	<p>SSG's business operations</p> <ul style="list-style-type: none"> • Health and safety • Business ethics • Reduced carbon footprint • Data security • Partnerships • Working conditions and work environment issues • Sustainable digital solutions • Sustainability requirements and follow-up in the supply chain • Skills supply • Attractive employer • Social responsibility and quality • Sustainable purchasing practices 	
Management team	Round table discussion (3 hours) Workshop, approximately 60 minutes	<ul style="list-style-type: none"> • Supporting the green transition • Resource efficiency • Life cycle perspective • Emissions • Working environment 	

Type of negative impact	Management and comments for the year	Current guidelines
<p>Anti-corruption and business ethics Unethical behavior or actions that may promote corruption damage SSG's brand and credibility. Such behavior can also lead to fines or legal sanctions. By acting in line with SSG's values and maintaining good business ethics, the company can contribute to healthy business operations in the value chain and minimize the risk of improper activities.</p>	<p>To ensure that SSG and our employees live up to the company's core values and do not engage in unethical business, SSG has a Code of Conduct. Important areas of the Code of Conduct in addition to the core values are human rights, sustainability issues and anti-corruption. The Code applies to all SSG employees, from the Board of Directors and management to individual employees as well as customers, partners and suppliers. In addition to the Code of Conduct, the SSG Competition Guidelines are used to ensure compliance with competition law in connection with committee activities and other networking forums. SSG also has a whistleblowing system where both internal and external stakeholders can report suspected violations.</p>	<ul style="list-style-type: none"> • Code of Conduct • Purchasing policy • Competition guidelines • Whistleblowing policy
<p>Energy Using energy indiscriminately wastes both natural resources and drives up costs. Depending on the energy source, it can lead to environmental problems such as climate change and depletion of our natural resources. SSG's energy consumption is generally low and mainly consists of heating offices and transportation.</p>	<p>SSG aims to both reduce its energy consumption and ensure that the energy we use is fossil-free. To influence energy consumption, SSG has made demands on the property owner of our largest office in Sundsvall. The building is classified as a Green Building, meets energy class B according to Boverket's classification and has recently been equipped with solar panels. To reduce the negative impact of travel, there is a travel policy that steers towards traveling primarily by train, when travel is deemed necessary. Company cars must be plug-in hybrids or electric cars.</p>	<ul style="list-style-type: none"> • Travel policy • Car policy
<p>Health and safety Work environment issues affect all operations and represent both risks and opportunities for SSG. For employees, it is mainly a question of psychosocial risks such as stress and to some extent linked to business travel, e.g. in traffic. On behalf of the company, various forms of standardization, safety training and information services in the work environment represent a major opportunity, as they represent the main delivery to our customers.</p>	<p>In addition to the statutory systematic work environment management, SSG has several activities to reduce work environment risks in the company. We work persistently to maintain a sustainable performance culture, which is measured and followed up annually. Most issues are handled through close dialogue between employees and managers, and we also prioritize wellness. In addition to wellness grants and wellness hours, there are also other health-promoting activities. Since a large part of our service offering is in the area of work environment, we have access to our own experts, who contribute their knowledge both internally and to our customers. SSG's safety courses and other services make a significant contribution to training both our own staff and the industry's workforce in work environment and safety issues.</p>	<ul style="list-style-type: none"> • Personnel policy • Working environment policy • Wellness policy
<p>Information security and integrity Since the full-scale war in Ukraine in 2022, cyber attacks have increased significantly. Negative sustainability impacts in information security can result in data breaches that lead to the loss, dissemination or impact on SSG's data. If such an event were to occur, it would have a far-reaching impact on trust in the organization and also leads to financial damage. SSG prioritizes information and cybersecurity work to ensure robust security measures and ethically managed flows of information.</p>	<p>The goal for SSG is to always be in control of our own and our customers' information in our services so that we can provide the relevant protection. To stay relevant in the fast-paced security landscape, we are certified according to 27001, we have a risk-based approach and carry out regular national assessments, for example in connection with major changes or purchases. IT environments and services are constantly evolving to keep them updated and relevant to threats and current security requirements. During the year, SSG hired a CISO and also launched both standards and a course for industry with the aim of creating awareness of the devastating consequences of a cyber attack and how cybersecure behaviour can prevent an industrial facility from being affected.</p>	<ul style="list-style-type: none"> • Information security policy
<p>Climate Climate change is one of the most important issues of the day, and to reach the Paris Agreement's target of a maximum of 1.5 degrees of warming, we need to reduce emissions. SSG's emissions come primarily from heating, travel, and the cloud solution used to provide and develop to provide and develop services to our customers.</p>	<p>To stay relevant in the fast-moving security landscape, we are certified according to ISO 27001. We have a risk-based approach in which we carry out regular national assessments, for example in connection with major changes or purchases. IT environments and services are constantly being developed to keep them updated and relevant to threats and current security requirements. During the year, SSG hired a CISO and also launched standards and a course for industry to create awareness of the devastating consequences of a cyber attack and how cybersecure behavior can prevent an industrial facility from being affected.</p>	<ul style="list-style-type: none"> • Environmental policy • Travel policy • Purchasing policy
<p>Equal treatment/diversity A safe and inclusive work environment with respect for everyone's equal value is essential for a sustainable workplace. In order to care for today's employees and be able to ensure the supply of skills in the future, it is important to strive for diversity and ensure that that discrimination does not occur in the company.</p>	<p>SSG has long been a company with equal gender distribution among employees and management. We work actively to develop our culture and strive to offer a safe working environment where everyone can be themselves. When recruiting, we always strive to ensure that the recruitment process is competence-based and free from discrimination. In 2023, we have also introduced a whistleblower policy, where anyone who suspects misconduct can report it anonymously.</p>	<ul style="list-style-type: none"> • Work environment policy • Policy against discrimination • Recruitment policy • Wage policy

Environment and climate

The climate crisis is the biggest challenge of our time. By coordinating industrial skills, we can help to turn the tide.



Environment and climate

Electrification, electrically powered vehicles, fossil-free steel production and the production of renewable fuels are some of the areas in which major investments are being made in industry, both in Sweden and globally.

With our products and services that industry uses, we contribute to a positive impact on the environment and climate. Through the SSG Standards service, we help the industry to increase its resource efficiency by providing proven methods for designing and maintaining an industrial plant throughout its life cycle.

SSG Standards specify and clarify solutions to complement regulations, directives and other standards on function, safety, reliability, environment, energy efficiency and documentation.

Standards support industrial facilities:

- by choosing standardized and proven solutions for new construction
- in the maintenance of production equipment and related equipment
- to carry out systematic safety work

Our standards are used in the following industries:

- Paper and pulp industry
- Biogas production
- Hydrogen production
- Bio-fertilizer production

Increased sustainability focus for SSG Standards

Several SSG standards contribute significantly to sustainable development. For example, painting work carried out according to SSG guidelines extends the life of metal structures. Insulating pipes and tanks according to SSG standards reduces heat loss and CO2 emissions. Electrical accidents are prevented through systematic electrical safety work.

Improving SSG Standards is an ongoing process with the ambition to create sustainable development. The need to revise and produce new standards varies from year to year. From around 30 to over 100 standards per year can be published.

Decisions on which standards to develop or rework are taken on an ongoing basis in close cooperation with industrial partners. In 2023, 34 standards were published, 13 new ones and 21 revised. The goal is that 70% of the standards should not be older than 5 years. For 2023, the level is 76%.

Efficient spare parts management

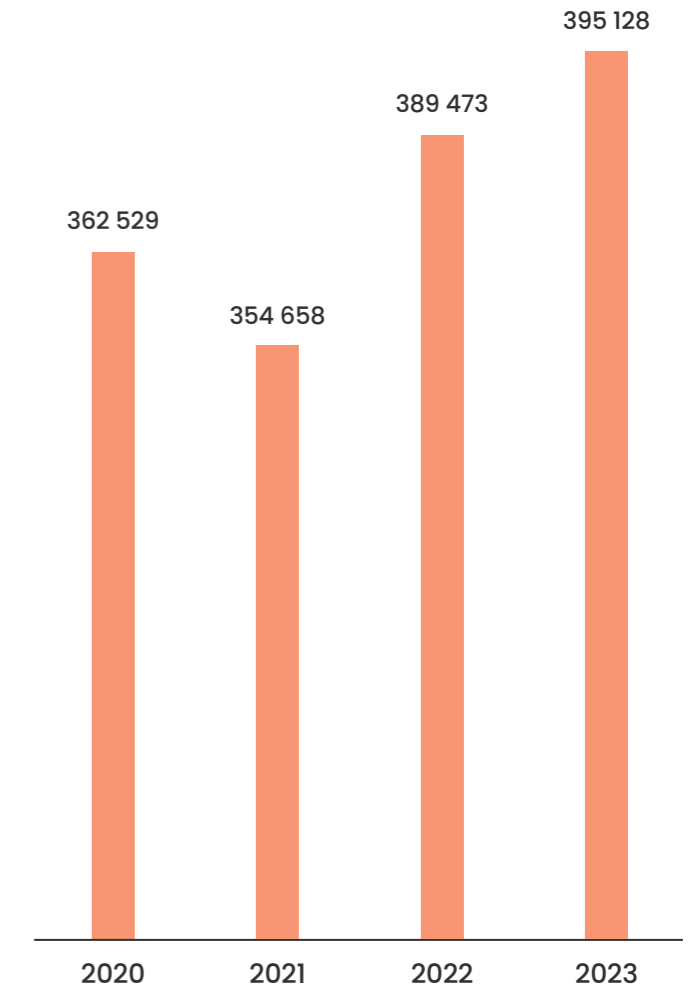
The SSG Product Database can be likened to a community for items or item data, where all users can use the data in the database, saving time, money and resources.

The service allows users to buy and borrow articles from other users of the service, which means that the volume of purchases can be reduced. By collaborating on spare parts, stock volumes can be optimized and fewer spare parts need to be purchased, saving money and protecting the environment.

Environmental awareness among employees

In 2023, SSG developed a new internal environmental training course. The training is digital and will be implemented in 2024. The training covers the existing environmental management system and why we have it. It will also create the conditions for an environmental mindset among our employees.

Number of article subscriptions
SSG Product database



Energy use and emissions

SSG’s direct negative impact on the environment and climate is relatively small. The main areas where we can reduce our climate footprint are business travel and our cloud-based data storage. SSG has the following guidelines for reducing energy use and emissions:

1. To reduce the negative impact due to travel, SSG has a clear travel policy that encourages evaluating whether travel is needed to achieve business objectives in the first place. If it is, it should be carried out in the most sustainable way possible. We specifically measure travel on SSG’s most common business travel route, Sundsvall – Stockholm, and in 2023, 74 % of those trips were made by train.
2. To reduce carbon dioxide emissions from SSG’s car fleet, the car policy steers towards plug-in hybrids or pure electric cars. For 2023, the breakdown is 55.6% electric, 38.9% plug-in hybrid and 5.6% internal combustion engine cars.

According to the Swedish National Board of Housing, Building and Planning’s energy declaration, SSG’s premises have energy class B. Most of the heating is via geothermal heating. Total energy consumption for 2023 was 159 MWh.

To keep energy consumption for data storage and use as low as possible, SSG has chosen a cloud-

based solution. This type of solution is considered energy efficient.

Our goal is to reduce CO2 emissions from cloud storage by 10% per year until 2025. However, in 2023, cloud usage has temporarily increased more than expected due to a planned infrastructure redesign.

SSG company cars, amount

	2021	2022	2023
Fossil fuel	8	7	1
Plug-in hybrid	12	6	7
Electric car	0	3	10

SSG’s greenhouse gas emissions (Emissions kg CO2e)

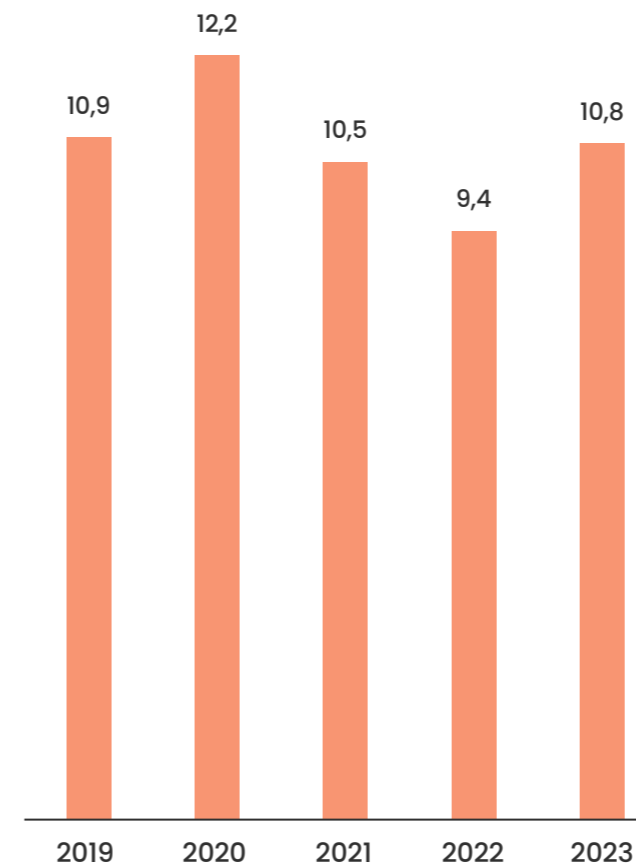
	2021	2022	2023
Business trips and returns Sundsvall – Stockholm*	60	3 148	4 980
Business trips by car**	9 540	24 541	24 419
Emissions per 100 km by car	26	24	15

* Scope 2, 74 trips of which 19 by flight and 55 by train.

** Scope 1, calculated on 93,560 km (calculated for car with internal combustion engine), due to exclusively long journeys the electric power from plug-in hybrids is considered negligible.

CO2 emissions from SSG’s cloud usage

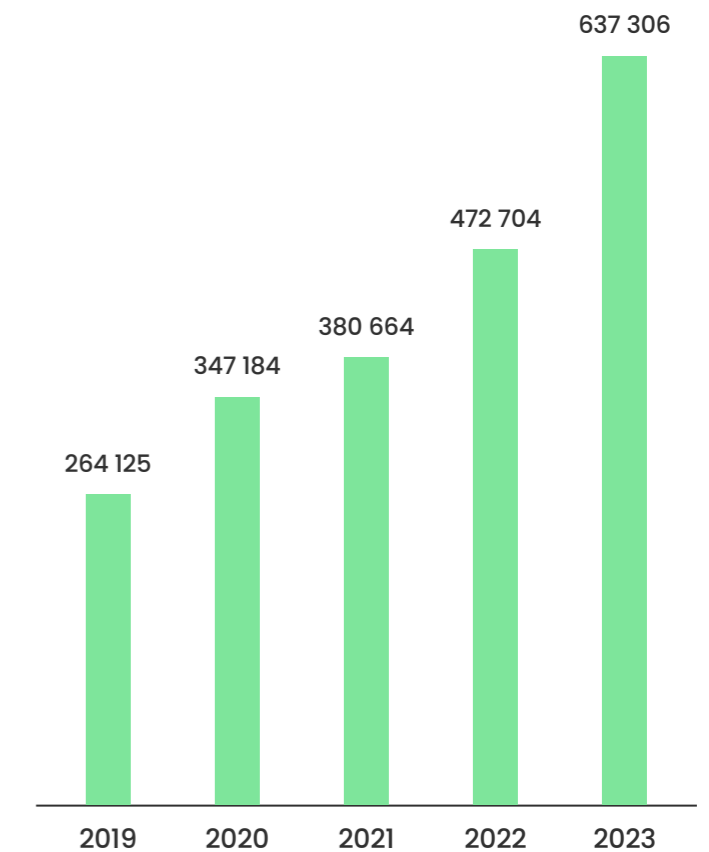
(mtCO2e)*



*The unit is metric tons of carbon dioxide equivalent (mtCO2e). The figures for 2019-2021 differ marginally from the 2021 sustainability report as the data from our supplier has been updated.

SSG’s cloud usage

Hours of use, based on the sum of estimated data storage and data transfer in the Microsoft Azure cloud solution.



A responsible employer

**It's all about people.
We help industries create
safer and more sustainable
workplaces.**



A responsible employer

Everyone needs to feel safe in their work. A safe and healthy working environment is essential if we are to continue to have a successful industry with thriving companies and safe employees.

Work environment and safety is our home ground, and here we run everything from networks where participants develop solutions to common challenges, as well as services that help create a safer everyday life. This applies not least to ourselves as an employer, where we promote a sustainable performance culture and encourage wellness.

Safety and competence

Swedish work environment legislation requires employers in Sweden to conduct a systematic work environment management that is a natural part of their daily operations. The aim is to identify and prevent risks of health problems and accidents and to promote things that lead to a good working environment and good health at work. Feeling safe and competent in your work is a contributing factor to good health, both in our own organization and in the industry, where our services and products are largely used.

Working responsibly

Even though SSG provides industry with tools to work more safely and sustainably, there is a risk of false security where people think that, for example, attending a safety course is enough to work safely and securely. Ultimately, it is always the site and everyone on it (employees, contractors and visitors) who are responsible for ensuring a safe and secure working environment. We all have our own responsibility.

Safer working environment

In 2023, 392 925 training sessions were held across SSG’s range of online training courses. This has contributed to the increased knowledge of work environment and safety required to work in an industrial setting.

In addition, 61 000 people during the year used the SSG On site service to receive up-to-date safety information when they were on site and working at one of the more than 120 sites that used the service during the year.

Number of completed online training courses*

2021	2022	2023
375 031	408 787	392 925

*In the 2021 sustainability report, the number of courses completed by SSG Entre Grundkurs was reported. From 2023, we have revised the question to instead report data for all online courses, as all of them can be said to have a positive impact on work environment and safety in the industry.

Users of SSG On site

61 000

Unique users



Sustainable performance culture

SSG works to be a sustainable employer where we focus on a sustainable performance culture; if we are to perform well, we need to feel well. We manage our systematic work environment management by continuously measuring and developing all employees' conditions for a sustainable work environment. Our overall goal is linked to conditions for performance, such as clarity and competence for their mission. It is also linked to our basic human needs to belong, contribute, be acknowledged and grow. All employees at SSG are covered by collective agreements.

Our leadership and employee programs are based on The Human Element™ with the goal of becoming a sustainable human being in their working life and creating a common culture with a known language and good communication climate. The program develops self-awareness, self-esteem and communication skills. It focuses on the human element to increase the effectiveness and motivation of individuals and teams.

We allocate funds annually to support the development of individuals and teams, and to strengthen the skills of our own profession. In 2023, an average of 17 hours per person was spent on skills development.

Total number of hours spent by the organization's employees on skills development

Gender	2021	2022	2023
Female	134	826	1 226
Male	248	322	585
Total	382	1148	1 810

Creating a safe and productive working environment is important for our well-being. We introduce our new employees through our induction program. All new recruits complete a selection of health and safety related e-learning courses that are part of SSG's course portfolio. This training should be kept up to date and renewed after one to three years, depending on the content.

SSG's main work-related risk is linked to the psychosocial work environment. Openness and transparency are important for people's self-leadership, so we attach great importance to internal communication. In addition to annual employee interviews, managers and employees have a close dialog via individual, regular employee interviews to follow up on how things are going and how we feel.

Guidelines, work environment goals and our systematic occupational health and safety work form the basis for our procedures and working methods to create a sustainable environment.

We have a system for reporting incidents and accidents and we work with preventive in our work environment group. Risk assessments are carried out regularly in the business to identify issues that need to be addressed. A whistleblowing system was also introduced in 2023. SSG strives to be an open and transparent workplace where misconduct should not occur. By offering employees and external parties the possibility of whistleblowing, we maintain this together.

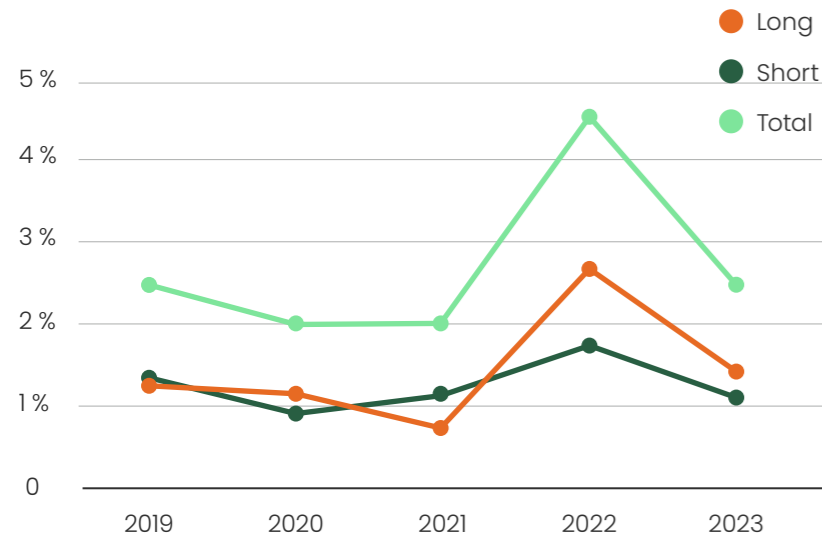
Access to occupational health care

All SSG employees have access to occupational health care and proactive health and well-being through our health and wellness insurance. The most common reason for using the insurance is musculoskeletal disorders. All new employees also undergo a medical examination.

Employees have access to and are encouraged to make use of one hour of paid fitness time per week, as well as their fitness allowance. The wellness hour is measured as a successful KPI for improved health. In 2023, a new approach was taken to the wellness group SSG Active, which organizes training sessions and wellness activities for all employees.



Sick leave



Sick leave increased in 2022 and returned to a low level in 2023, similar to the levels seen in previous years.

Our goal as a company is to create a safe workplace that is perceived as developing and stimulating for all employees. A good working environment is created through each employee’s commitment and responsibility.

We do not accept victimization, as described in our policy against victimization. In our employee survey, we annually measure the experience of victimization and in 2023, one case was reported, where the individual has chosen not to proceed with the issue. We have drawn up an equality plan and conduct an annual salary survey to promote diversity and combat discrimination.



Contribution to the local community

According to SSG’s sponsorship policy, the company supports local sports associations with grants for youth sports. When the association “Idrottens Vänner” had its anniversary in the fall of 2023, we awarded a scholarship to one of the local promising sports talents. SSG staff also contributed, and in 2023 a number of employees took part in the charity race “Lena’s Race for Life”, which raises money for cancer research.

The company also supported the local business community in Sundsvall by giving the staff both a summer and a Christmas gift certificate to use in one of Sundsvall’s shops or restaurants. In addition to this, SSG hosted the Sundsvall Business Awards where we presented the Sustainable Company of the Year award. We also attended the Bünsow Business Growth Forum in Sundsvall where we networked with other local companies.


SSG’s staff structure

SSG is located in Sweden and Finland. The number of employees in 2023 is presented below, based on gender, age and distribution between forms of employment.

Age	Antal		
	2021	2022	2023
Under 30 years	5	6	10
30-50 years	62	44	70
Over 50 years	18	21	25
Total	85	71	105

Distribution	2021		2022		2023	
	Women	Men	Women	Men	Women	Men
Permanent employee	37	40	34	35	52	52
Temporary employee	2	0	2	0	1	0
Hourly employee	0	0	0	0	0	0
Total number of employees*	39	40	36	35	53	52
Full time	34	39	31	35	48	51
Part time	5	1	5	0	5	1
Sweden	39	40	35	34	51	50
Finland	0	0	1	1	1	2

*From 2022 onwards, we count the number of employees at the end of the year and do not include consultants. Previously, we have reported the number of employees by average number. For 2023, consultants correspond to 18 FTEs.



Sustainability in the value chain

**It is the sum of all
activities that create
value in a company.**

Sustainability in the value chain

SSG offers a range of services, including making it easier for industry to set the right requirements in procurement. We are also keen to become even more sustainable in our own value chain – from how we use our premises to the demands we make on our suppliers.

For global industry, it is becoming increasingly important to be able to control their value chain. Setting the right requirements in procurement and purchasing simplifies the work of ensuring compliance with laws and regulations on environmental requirements, ethical business principles and human rights.

Value chain and business principles

As a predominantly service company with around 100 employees, SSG’s value chain is relatively simple. Our main purchases are consulting services, facilities and IT services such as infrastructure and operation of the digital services we deliver to customers.

The value stream consists of employees and consultants producing standards, courses and services, which are made available to customers through various digital solutions.

Requirements for suppliers

A detailed review of suppliers is always carried out for major procurements. To improve our own monitoring of suppliers in terms of environmental and social responsibility, criteria have been established for requirements for our major suppliers. We have not yet reached the point of getting the follow-up process completely up and running. The next step will be to establish processes, procedures and system support for systematic monitoring of existing and new suppliers.

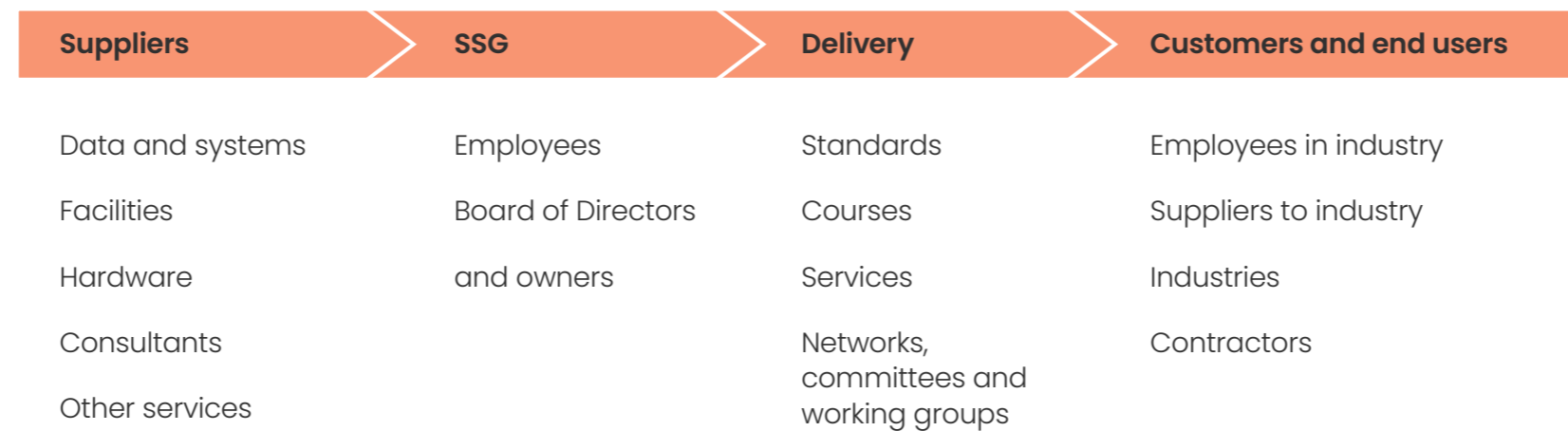
Regarding the environment, our requirement is that the supplier either has ISO 14001, uses the EU’s Eco-Management and Audit Scheme (EMAS), or has its

own environmental policy. For social requirements, we expect that the supplier accepts SSG’s Code of Conduct and that they themselves have a policy and/or organization for ethical issues and social responsibility.

About SSG’s Code of Conduct

Our Code of Conduct applies to all SSG employees, from the board and management to individual employees. We also expect it to be respected and followed by our business partners such as customers, partners and suppliers. Since the Code of Conduct was adopted in 2022, it has been included in the supplier agreements that have been signed or renewed.

SSG’s value chain



Sustainable digital solutions

**Digitalization means
great opportunities.
But also a great
responsibility.**



Sustainable digital solutions

Working with sustainable digital solutions means a lot to many people. We make work easier for those we serve and ensure that the storage of data and information is handled securely.

SSG's digital solutions help the industry to communicate important information both internally and externally and to set (the right) requirements for their suppliers, for example through the SSG On site and SSG Supplier services and the SSG Entre and SSG Employee Safety courses.

However, with digital solutions come potential security risks in the form of data breaches, improper handling of personal data, etc. We need to be at the forefront and minimize the risks and ensure the handling of any incidents.

Information security

Sustainable digital solutions is a strategic area for SSG where we will be a reliable partner for our customers and partners when we meet and collaborate on common issues and challenges. Our customers should want to entrust SSG with their information and we should be able to further process it to create benefits for our customers, without revealing where the information is obtained.

Our service support is available to help our customers with questions, orders, error reports and more. Of the approximately 48 000 cases received in 2023, only about 670 of them were classified as incidents, which corresponds to 1.4% compared to 1.7% in 2022. A case is classified as an incident even if it is customer-experienced but not necessarily "caused by SSG".

To identify possible attempts at cheating, we monitor how long it takes a user to complete the course knowledge test. If the time is shorter than what can be assumed to be reasonable, it is reported for follow-up and possible action.

Our work with information security

We also need to be able to manage our own information securely and meet legal and contractual agreements. The goal for SSG is to always have control of our own and our customers' information in our services so that we can provide the information with appropriate protection. This means that our customers should always be able to feel confident about how we handle their information in our systems. We have therefore introduced a management system for information security according to ISO 27001. The ambition is for our customers and interested parties to see SSG as a trusted third party, with accessible, securely managed and accurate information.

Since 2023, internal training takes the form of a newly developed online course, which is easy to implement and monitor. The course is valid for one year and must then be repeated by all employees.

We have a risk-based approach and carry out regular assessments, for example in connection with major changes or purchases. IT environments and services are constantly evolving to keep them updated and relevant to threats and current security requirements.

Management of complaints

SSG has not had any identified information leaks in 2023. Nor have we had any substantiated complaints, thefts or losses of data during the year.

We have a process for managing and escalating incidents, according to ISO 27001. There are forms on our intranet for all staff to report incidents and we have also introduced a whistleblower function from 2023 that can be used to report suspected incidents. If a problem is detected externally, it is normally dealt with via our support function, which reports to the SSG Data Protection Officer (DPO), if necessary.

As part of our efforts to further strengthen our cybersecurity work, we hired a Chief Information Security Officer (CISO) during the year.

Available services

To maximize the positive impact of SSG's services, we want as many people as possible to use the services on a regular basis to experience the benefits in their daily lives. In order to make the services accessible to as many people as possible, the ambition is for the digital services to comply with the so-called Accessibility Directive. This is currently statutory for the public sector and will cover the private sector from 2025 onwards. For example, we already use speech synthesis in the digital courses, where those who want to can have the content read out instead of reading it themselves.

Promoting the digitalization of industry

To contribute to increased digitalization in industry, SSG runs networks in Industrial Digitalization and Industrial IT and Automation, with a particular focus on cybersecurity.

We currently assess that seven of SSG's nine services contribute to promoting the digitalization of industry. To increase a positive impact, the ambition is that eight or more services will clearly contribute in this direction by 2025.

During the year, the SSG launched both standards and a course aimed at creating awareness of the devastating consequences of a cyber attack and how cybersecure behavior can prevent an industrial facility from being affected.

Governance structure

How is SSG managed? What are our principles for remuneration? How do we work with risks? Here you can read more about our structure for governance of the business.

SSG is ultimately governed by its Board of Directors, which is chaired by an external Chairman. In addition to the Chairman, the Board consists of an owner representative from each of the six owner companies and an employee representative. The CEO is responsible for the day-to-day management and control of the business, supported by the management team.

Since the general meeting in May 2023, when a woman was elected, the board consists of seven men and one woman, with the time spent on the board varying from 0–8 years. Of the people on the board, one person is between 30–50 years old and seven people are over 50 years old. The composition of the board is governed by the owner companies appointing their respective owner representatives, SSG's trade union appointing an employee representative and the external chairman of the board being elected by the owner companies. There are no other agreed criteria for the composition of the board. The Chairman of the Board is not a member of SSG's management team.

The Board of Directors has decided on a target for SSG to report on sustainability in accordance with GRI and has insight into the sustainability work from those involved in the materiality analysis through interviews. It is also informed of the material issues resulting from that analysis.

The Board of Directors has delegated responsibility for managing the company's sustainability impact to the CEO, which is governed by the company's systematic work environment management and individual job descriptions. The board approves the company's annual report and sustainability report.

To prevent conflicts of interest, for example between competitors who are subject to competition law, SSG has established a set of Competition Guidelines that the Board, employees and committee members undertake to follow. We do not have procedures for sharing information about potential conflicts of interest with stakeholders with stakeholders.

Communication regarding critical issues for the company is included in the board presentations prepared for each board meeting, which also include risk management. In 2023, no risk was assessed as critical according to the risk and consequence scale decided by the Board.

The knowledge of sustainable development

To strengthen the knowledge of sustainable development, the Head of Communications and Marketing is trained in sustainability reporting according to GRI. The CEO informs the Board about current sustainability issues. The Board of Directors is involved as stakeholders in the materiality analysis through personal interviews. There is currently no procedure for evaluating the Board's assessment of SSG's impact on its environment. In 2023, there were no cases of SSG violating laws or regulations. No fines were paid during the year.

Principles of compensation

The Board and Chairman run the salary process for the CEO and approve salary reviews for other employees. As the owner companies are part of the board, this group of stakeholders is naturally involved in the process. The only member of the board who is remunerated is the chairman, through a fixed monthly fee. The CEO has a fixed monthly salary and bonus. The CEO has a bonus agreement based on financial and operational targets based on important development areas for the company.

The ratio of the annual total remuneration of the highest paid person in the organization (CEO) to the annual average remuneration of all employees (excluding the highest paid person): 2.85. Ratio of the percentage increase in annual total compensation

for the organization's highest paid person (CEO) to the average percentage increase in annual total compensation for all employees (excluding the highest paid person): 2.69.

The CEO has a notice period of six months in the event of personal termination and twelve months if the company chooses to terminate the employment. During the notice period, the CEO retains salary and other terms of employment according to the existing employment contract. There are no sign-on bonuses or other recruitment incentives.

The CEO has an amount equivalent to 25% of the annual salary to allocate to an occupational pension at his own discretion. Pension provisions for the CEO and Board of Directors amount to SEK 479 thousand. For others, there are two pension solutions. All those recruited in recent years are affiliated to the ITPI collective agreement pension solution. ITPI is a defined contribution plan with 4.5% of monthly salary up to SEK 46 438 and 30% of monthly salary above SEK 46 438. The second pension solution applies to employees before April 1, 2012 who chose not to transfer to ITPI when SSG joined the collective agreement.

The company carries out an annual review of positions and associated BAS valuation, together with an independent consultant. On this basis, an equality mapping is carried out in order to ensure a salary process according to SSG's salary policy.

Risk management

To support the SSG’s operational management and long-term strategies, assessments of the current situation and operational risks are carried out annually or as needed. Current situation analysis according to SWOT (strengths, weaknesses, opportunities, threats) is carried out annually and anchored with the Board.

When assessing risks, an impact scale is used to ensure that impacts are assessed in the same way throughout the SSG, regardless of who made the assessment. The impact scale is intended to support the assessment of impacts both in the analysis of risks and in connection with information classification within the framework of ISO 27001.

Overview of guidelines

The guidelines that exist as guidance and support in the business are available to all employees. Awareness and understanding of the content begins in connection with the introduction program for new employees. Each part of the business is responsible for monitoring compliance with the applicable guidelines and procedures and is also available as support for questions. If incidents or deviations are noted, the organization’s system for handling deviations linked to the management system is used.

Guidelines

Material issue	Policy	Services
Environment and climate <ul style="list-style-type: none"> Reduced carbon footprint Resource efficiency 	SSG Environmental Policy SSG Travel Policy	SSG Standards SSG Product Database
Responsible employer <ul style="list-style-type: none"> Health and safety Skills supply 	SSG Employee Policy SSG Work Environment Policy SSG Policy against victimization SSG Recruitment Policy SSG Remuneration Policy SSG Health Care Policy SSG Fire Safety Policy SSG Whistleblower Policy	SSG Safety SSG Electrical Safety
Sustainability requirements in the value chain	SSG Code of Conduct SSG Procurement Policy	SSG Supplier SSG Delivery Contract
Sustainable digital solutions	SSG Information Security Policy	

About the sustainability report

SSG Standard Solutions Group AB is a company owned equally by Billerud Aktiebolag (publ), Billerud Skog & Industri Aktiebolag, Holmen AB, Metsä Board Sverige AB, SCA AB, Stora Enso AB and Södra Skogsägarna ekonomisk förening.

The company is headquartered in Sundsvall and in 2023 conducts its operations in Sweden, with a branch in Finland, and customers mainly in Europe. In addition to the head office in Sundsvall and the country office in Helsinki, there are sales offices in Stockholm and Gothenburg, as well as individual employees working from home offices in other parts of the country.

The sustainability report for 2023 covers operations conducted in Sweden and Finland, mainly at the head office in Sundsvall unless otherwise stated. Financial reporting refers to the same operations.

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This is SSG's second sustainability report and we intend to report on our sustainability work annually, similar to financial reporting. The report was published in April 2024 and covers the period January 1, 2023 to December 31, 2023. For contact details, visit www.ssgsolutions.com.

Where changes have been made to the accounting method or other significant differences compared with previous years, comments are made in direct connection with the relevant diagram or table. SSG's sustainability report for 2023 has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021. The report has not been audited by an external party, but management and the Board of Directors have been involved in the work, primarily with stakeholder dialogue and to assess the impact.



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*Derogation due to missing or incomplete information. Will be followed from 2024.

SSG[®]

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